



Board of Education Meeting Agenda

Date: Monday, November 4, 2024

TBCC Board Meeting Rooms 214/215 Hybrid 5:00 pm –7:00 pm

<u>Item</u>	<u>Description</u>	<u>Resource</u>
1.	Call to Order • Acknowledge Guests -----	Chair Bell
2.	Consent Agenda -----	(Action) Chair Bell
	a. Approval of Agenda	
	b. Approval of October 7, 2024, Meeting Minutes	
	c. Personnel Report.....	Senior Manager Poklikuha
3.	Invitation for Public Comment -----	Chair Bell
	<i>Available at the beginning of the meeting is an opportunity for the public to comment on any issue within the jurisdiction of the Tillamook Bay Community College Board of Education. The Board Chair will call on people who indicate they want to provide public comment. They will have up to 3 minutes to speak. If a speaker has further comments, they can provide those in writing and the comments will be shared with all board members.</i>	
4.	New Business and/or focused policy discussions	
	a. Accreditation Update	Director McCarley
	b. Discussion Board Self-Evaluation Goals/Priorities.....	President Jarrell
	c. BP 3430 Prohibition of harassment (First Reading)	
	President Jarrell
	d. BP 3433 Prohibition of Sexual Harassment under Title IX (First Reading)	
	President Jarrell
	e. BP 3540 Sexual and Other Assaults on Campus (First Reading)	
	President Jarrell
	f. Rescind BP 203 Posters and Notices (ACTION).....	President Jarrell
	g. KTCB Radio Discussion (ACTION)	
	President Jarrell
5.	Information-Only Items (Board members may request any item be placed on the discussion agenda)	
	a. Mission Fulfillment, Fall to Winter Persistence.....	Director Erin McCarley/ Success Coaches
	b. ASTBCC Report	ASTBCC President
	c. Construction Update	Director Jason Lawrence
	d. Financial Report	CFO Shari Montazeri
	e. President’s Report	President Paul Jarrell
6.	Board Member Discussion Items -----	Chair Bell
7.	Adjournment -----	(Action) Chair Bell

Per Oregon HB 2560 and HB 2459, all TBCC Board meetings are open for remote public participation via Zoom and are recorded for the purpose of transcribing minutes.

Call to Order

RECOMMENDATION

CALL THE BOARD MEETING TO ORDER & ACKNOWLEDGE GUESTS

BACKGROUND INFORMATION.....Chair Bell

Approval of the Consent Agenda

RECOMMENDATION

ACTION ITEM

BACKGROUND INFORMATION-----(Action) Chair Bell
MOTION TO APPROVE THE CONSENT AGENDA FOR THE NOVEMBER MEETING.

Items for approval:

- a. Approval of the Agenda for the September meeting
- b. Approval of October 7, 2024 Meeting Minutes
- c. Approval of the Personnel Report

Approval of the Agenda

RECOMMENDATION

MOTION TO APPROVE THE AGENDA FOR THE NOVEMBER MEETING

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October 7, 2024, Board of Education Meeting Minutes

Board of Education Meeting Agenda

Date: Monday, October 7, 2024

TBCC Board Meeting Hybrid/Rooms 214/215 5:00 pm – 7:00 pm

Members in Attendance: Andrea Goss, Shannon Hoff, Betsy McMahon, Tamra Perman, Mary Jones, Kathy Gervasi, Mary Faith Bell

Members Not in Attendance:

TBCC Staff in Attendance:

President Jarrell, Director McCarley, Senior Manager Poklikuha, Director Sheryl Neu, Adjunct Gary Bond, Interim Vice President Peter Williams, Michele DeGraffenreid, CFO Shari Montazeri, Director Jason Lawrence, JoAnn Critelli, Eileen Casey-White

Guest:

<u>Item</u>	<u>Description</u>	<u>Resource</u>
	Call to Order • Acknowledge Guests	Chair Bell
	The meeting was called to order at 5:02 pm.	

Consent Agenda..... **(Action) Chair Bell**

Approval of Agenda (Agenda Item 2.a):
There were no changes to the agenda for October 7, 2024

Approval of February 5, 2024 Meeting Minutes (Agenda Item 2.b)
There were no corrections to the minutes from September 9, 2024, meeting minutes

Personnel Report (Agenda Item 2.c)**HR Manager Poklikuha**
The Personnel report is included in the packet. HR Manager Poklikuha shared with the board that there would be an interview for Dean of Instruction on Thursday. Other open positions on campus are receiving applications and will be open until filled.

Additional Agenda Items **Chair Bell**

Mary Jones made a motion to approve the Consent Agenda and Andrea Goss seconded the motion.
The motion carried.

Invitation for Public Comment (Agenda Item 3) **Chair Bell**
There were no public comments.

New Business and/or focused policy discussions (Agenda Item 4)

BP 2300 Board meeting procedures (Second Reading) (ACTION (Agenda Item 4.a)

.....**President Jarrell**

President Jarrell brought back BP 2300 Board Meeting Procedures for a motion to accept. There have been no changes made to the policy since the first reading. The Board recommended adding the term, “shall normally be held the first Monday of every month” and replace, “shall be held the first Monday of every month”.

Mary Jones made a motion to approve Board Policy 2300 Board Meeting Procedures with the recommended language change and to rescind Board Policy 101. Tamra Perman seconded the motion.

The motion carried.

BP 2710 Conflict of Interest (Second Reading) (ACTION (Agenda Item 4. b)

..... **President Paul Jarrell**

President Jarrell presented the Board Policy 2710 Conflict of Interest to the board for a second reading and request for it to be approved and to rescind Board Policy 105. There have been no changes since the first reading.

Mary Jones made a motion to approve Board Policy 2710 Conflict of Interest and rescind Board Policy 105. The motion was seconded by Andrea Goss. **The motion carried**

2025-2026 Budget Development Timeline (Agenda Item 4.c)

..... **President Jarrell/CFO Shari Montazeri**

Included in the packet was the Budget Development Timeline. President Jarrell went through the timeline with the board, expanding on points in the timeline of interest to the board. CFO Montazeri then shared an update with the board on how the budget process will develop internally and she assured the board that TBCC is in a good position for our next audit.

Selection of OCCTE Foundation Board Member (ACTION)(Agenda

4.d).....President Jarrell

President Jarrell reminded the board he brought this item to the board last month for consideration. The Oregon Coastal Career and Technical Education (OCCTE) has a desire for a board member from TBCC sit on the board for the OCCTE board. Andrea Goss had reached out to President Jarrell and volunteered to serve on this board. President Jarrell is requesting that the board approve Andrea Goss to be the TBCC board member who will serve on the OCCTE board.

Shannon Hoff made a motion to approve Andrea Goss to serve on the OCCTE board and Mary Jones seconded the motion. **The motion carried.**

Board Goals 2024-2025 (ACTION)(Agenda

4.e).....President Jarrell

President Jarrell reminded the board that the board goals were discussed at the Board Retreat on October 1, 2024, and he presents this evening a draft of the board goals for 2024-2025. He is requesting that the board approve these goals this evening.

Mary Jones made a motion to approve the Board Goals for 2024-2025 and Shannon Hoff seconded the motion. **The motion carried.**

Information – Only Items (Agenda Item 5)

Mission Fulfillment, Student Belonging (Agenda 5.a) Director McCarley/Director Casey White

A summary of Mission Fulfillment Goals was shared in the packet. Director McCarley reminded the board that this year the college would be sharing with the board at each board meeting a measurement of the Mission Fulfillment. This month Director Casey White who has worked on this measurement with Director McCarley because the Title III grant assists in achieving the element of Mission Fulfillment.

SAO Workforce Development (Agenda 5.b) Coordinator JoAnn Critelli

Coordinator Critelli introduced herself to the board and gave a brief description on what areas of responsibility she has at TBCC. She then shared a handout with the board and had a slide presentation shared on the overhead for her SAO in Workforce Development. JoAnn Critelli shared the work she has done with Community Education and Workforce Development and how she has increased the Workforce Development Program. She closed by explaining how through Workforce Development she has worked with Tillamook Creamery to have English and Spanish classes that are industry specific and it has been a success.

ASTBCC Report (Agenda 5.c) ASTBCC President

No report today

Construction Report (Agenda 5.d) Director J Lawrence

Director Jason Lawrence gave the board an update on where the construction crew is on the Healthcare Building project. He also updated the board on the remodel plans for the CIT building. He will give a monthly construction update to the board.

Financial Report (Agenda 5.e) CFO Montazeri

The Financial Report was included in the board packet and CFO Montazeri walked the board the report. She also gave the board an update on what has been spent of the Bond fund for the construction project and shared that the project is currently under budget.

President's Report (Agenda 5.e) President Paul Jarrell

President Jarrell's report was included in the board packet. He shared his report and walked through dates of interest and updates on college events. He also shared import upcoming dates with them. He shared Kudos with the board on staff who have been working on special projects and events.

Board Member Discussion Items (Agenda Item 6) Chair Bell

Tamra- pastries with Paul, data will be valuable. Student government. Betsy is leaving this country in two weeks. Tamra is running for the PUD board, district 1.

Announcement Oct 17th, Mary Faith wants the college to 10:17 the great American shake out.

Adjournment (Agenda Item 7) (Action) Chair Bell

Mary Jones made a motion to adjourn, and Andrea Goss seconded the motion. The motion adjourned at 6:35pm.

Personnel Report

RECOMMENDATION

CONSENT AGENDA

BACKGROUND INFORMATION-----Senior Manager Poklikuha

Position Title	Application Review Begins	Start Date	Comment	Screening Committee Chair
Dean of Instruction			Failing Search	VP Williams
IT Support Specialist	Open Until Filled		Selecting Interview Panel	Executive Director Neu
CTE Workforce Development Support Specialist	Open Until Filled		Re-Posted 10/3/24	Executive Director Cook
CTE Apprenticeship Coordinator	Open Until Filled		Posted 10/7/24	Executive Director Cook
Financial Aid Advisor	Open Until Filled		Posted 10/16/24	VP Hanson
Tutoring and Testing Specialist		10/29/24	Hired Ben Gustafson	Director Sobotka

Invitation of Public Comment

RECOMMENDATION

AVAILABLE AT THE BEGINNING OF THE MEETING IS AN OPPORTUNITY FOR THE PUBLIC TO COMMENT ON ANY ISSUE WITHIN THE JURISDICTION OF THE TILLAMOOK BAY COMMUNITY COLLEGE BOARD OF EDUCATION. THE BOARD CHAIR WILL CALL ON PEOPLE WHO INDICATE THEY WANT TO PROVIDE PUBLIC COMMENT. THEY WILL HAVE UP TO 3 MINUTES TO SPEAK. IF A SPEAKER HAS FURTHER COMMENTS, THEY CAN PROVIDE THOSE IN WRITING AND THE COMMENTS WILL BE SHARED WITH ALL BOARD MEMBERS.

BACKGROUND INFORMATION.....Chair Bell

NEW BUSINESS AND/OR FOCUSED POLICY DISCUSSIONS

RECOMMENDATION

BACKGROUND INFORMATION----- Chair Bell

Accreditation Update

RECOMMENDATION

INFORMATION ONLY.

BACKGROUND INFORMATION ----- Director McCarley

TBCC completed its NWCCU Year Three Mid-Cycle Evaluation (MCE) visit on October 7 and October 8. The MCE is

“intended to ascertain an institution’s readiness to provide evidence (outcomes) of mission fulfillment and sustainability in the Year Seven. It is to assist institutions in determining if the process of outcomes assessment will lead them to a successful Year Seven self-evaluation and peer evaluation. It is intended to be a formative and collegial evaluation with the institution in conversation with the evaluators.”

During the course of the first day, October 7, the site visit team, including representatives from regional colleges, met with college leadership, deans and directors, and faculty members during the afternoon. The morning of the 8th included meeting with student services staff and academic decision-makers.

During the exit interview the team presented a brief synopsis of their findings and has followed up with a written report of their findings. The evaluators called out strong use of our strategic plan, clear definition of mission fulfillment and strong institutional effectiveness efforts. They also provided clear suggestions for ways to strengthen our model and how to document our efforts. The evaluation team met with faculty and administrators who participated in assessment and program review and made suggestions for ways to strengthen these processes. Their suggestions map our workplan as we prepare for the Year Seven evaluation which occurs in 2028.

The evaluation team’s report will be submitted to NWCCU and the report will be reviewed by the accrediting body at their next meeting, which generally is scheduled for January.

Discussion Board Self-Evaluation Goals/Priorities

RECOMMENDATION

INFORMATION

BACKGROUND INFORMATION ----- President Jarrell

Prior to 2020, the Board engaged in a self-evaluation process where in odd years, the college would enlist the services of Association of Community College Trustees (ACCT) to administer a detailed and quantitative survey. In even years, a smaller, more qualitative survey would be administered (see attached). Since 2020, the Board has relied on a checklist review of Goals and Priority completion to measure effectiveness (see attached).

The goal of this discussion is to discuss the effectiveness of the new approach, and determine if any changes should be made.



Board Self-evaluation Tool for 2019-20

1. Please rate (1-low to 5-very high), the following issues/items as far as their importance to be set as priorities for the board this upcoming year:

Rate 1-5

- a. Board professional development opportunities
- b. Policy review/development
- c. Training of new board members
- d. Understanding of the budget and budget process
- e. Communication with each other and the president
- f. College reporting on student success data, processes
- g. Understanding the role and responsibilities of the president
- h. Understanding shared or participatory governance
- i. Partnerships with school districts
- j. Strategic alignment with the TBCC Foundation

Scale of 1-5

2. How effective do you feel the Board was this past year in accomplishing the goals/priorities set for the year?

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3. What are the most important goals/priorities for the board this coming year and how should they be addressed?

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4. What should the priority goals of the college be for next year?

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Board Self-Evaluation Results

RECOMMENDATION

Information Only

BACKGROUND INFORMATIONCHAIR GERVASI

Below are the summary results of the TBCC Board Self-Evaluation for 2019-20. The Board will discuss the results and how to best use the information moving forward.

TBCC Board of Education - Self-Evaluations 2019-20

Please rate (1-low to 5-very high) the following issues/items as the priorities for the board this coming year:

Issue	Average Score
A.) Adequate Board professional development opportunities	3.8
B.) Policy review/development Involvement	4
C.) Training of new board members	3.3
D.) Understanding of the budget and budget process	4.3
E.) Communication with each other and the president	4.1
F.) College reporting on student success data, processes	4.6
G.) Understanding the role and responsibilities of the president	3.8
H.) Understanding shared or participatory governance	3.3
I.) Partnerships with school districts	4.5
J.) Strategic alignment with the Foundation	4.5
K.) Facilities Master Plan involvement	4.8
L.) Vision: are we looking ahead?	4.8
M.) Understanding the strategic planning process	4.3
N.) Preparedness for accreditation	4.5
O.) How effective do you feel the Board was this year in accomplishing the goals/priorities set for the year?	4.5



Question	Comments
<p>1. What is the greatest opportunity to the college that the board should address this coming year?</p>	<ul style="list-style-type: none"> • Alignment on our goals and overall commitment to our role as Board of Directors. • Marketing & Sales of the TBCC services. Thinking and acting entrepreneurally. • Growth in new programs. New facilities. Open new connections with the community. Work on providing options to B.A degree for some fields. • A vision towards adding to our facilities • Continuing to develop skilled workforce training programs for the trades.
<p>2. What is the greatest threat to the college that the board should address this coming year?</p>	<ul style="list-style-type: none"> • Support outreach opportunities and ensure each member has a committee or Foundation role. Navigating the long-term master planning process and funding to serve the needs of TBCC and the community. • Recession • Challenge & student's food and housing insecurity • State funding • Coronavirus. Does the college have a prevention/healthy campus plan? Do we have a plan for what to do if staff are quarantined?
<p>3. What should be the goals/priorities of the college this coming year?</p>	<ul style="list-style-type: none"> • Serving the basic needs of our current students and growing the student base. Early childhood development and education is a need for the College students as well as the community – what is TBCC's role? Further develop the roles of the Foundation vs. TBCC Board & Staff • Outreach to consumers of TBCC's services • Serving students academically and support them through better outreach. Continue high quality education. Begin wrk on the new facilities. Prepare for accreditation • Facilities plan, retention (on going) • I support the president's goal and I would like us to have graduation translated into Spanish. I would also like to see us develop a plan for translating public facing materials into Spanish.



TBCC Board Goals 2024-2025

TBCC Strategic Priorities

Strategic Priority 1: Exceptional Student Experience

Strategic Priority 2: Educational Excellence and Workforce Development

Strategic Priority 3: Employee Experience and Organizational Health

Strategic Priority 4: Community Engagement and Awareness

Strategic Priority 5: Equity and Inclusion

TBCC Board of Education Goals

Goal 1: Be a highly effective Board of Education

- a. Affirm the “9 Principles of Effective Boardmanship” (ACCT)
 1. *Act as a unit*
 2. *Represent the common good*
 3. *Set policy direction for the college*
 4. *Employ, support, and evaluate the College President/CEO*
 5. *Define policy standards for college operations*
 6. *Monitor institutional performance*
 7. *Create a positive college climate*
 8. *Support and advocate the interests of the institution*
 9. *Lead as a thoughtful and informed team*
- b. Attend OCCA Board Training and report out at regularly scheduled Board meeting
- c. Attend OCCA Conference and report out at regularly scheduled Board meeting
- d. Attend OCCA trainings and/or webinars throughout the year
- e. Attend Diligent Community Training and move Board meeting management to Diligent Community platform
- f. Improve understanding of college shared governance and decision-making structures
- g. Support the ongoing trust and success of the President in leading the college
- h. Engage in strategic advocacy with city, county, state, and federal governments

Strategic Priority 3, 4

Goal 2: Review and revise Board policies on a regular basis

- a. Review policies and convert to OCCA format
- b. Use Equity Lens to ensure that Board policies support the Diversity, Equity, and Inclusion priorities of TBCC

Strategic Priority 3, 5

Goal 3: Support innovative programming and student supports

- a. Receive regular updates about new programs and services
- b. Review comprehensive reports, data, and metrics used by the college to monitor student success and mission fulfillment
- c. Encourage and support the exploration and development of new programs and services that increase persistence and retention of students
- d. Understand strategic-level workforce data and partner with President and college staff to close talent and opportunity gaps and move students into quality, livable family-wage careers

Strategic Priority: 1, 2, 5

Goal 4: Support Health Education Building and CIT Remodel construction projects

- a. Support and participate in building construction projects as appropriate
- b. Support and participate in Bond Oversight Committee
- c. Provide fiscal oversight to construction projects
- d. Communicate the benefits of bond and construction projects to community members, partners, and other stakeholders

Strategic Priority: 1, 2, 3, 4

Goal 5: Increase engagement with community and local school districts and actively engage in TBCC Board of Education activities and committees

- a. Invite County and/or City officials to Board meeting
- b. Engage TEC/School Districts
- c. Engage Trask/OYA
- d. Serve on Board of Education committees
- e. Participate in graduation
- f. Interact with TBCC students at student events and meetings

Strategic Priority: 3, 4, 5

Goal 6: Exercise sound fiduciary responsibility for the college

- a. Take responsibility for understanding, reviewing, and approving financial reports
- b. Work to understand state finances and budgeting process as it relates to TBCC
- c. Lobby state legislature to adequately fund Oregon community colleges

Strategic Priority: 3

Goal 7: Collaborate with TBCC Foundation Board

- a. Participate in TBCC Foundation activities
- b. Participate as Foundation Scholarship readers and evaluators
- c. Engage in Friends- and Fund-raising

Strategic Priority: 1, 3, 4

TBCC BOARD GOALS 2023-2024: FINAL

Strategic Priority #3: Employee Experience and Organizational Health Strategic Priority #5: Equity and Inclusion		Deadline/date of Completion	Accomplished? Yes/No
Goal 1	Goal: Board Members will be trained in board operations and/or Attend TBCC programs and events. Actions:	6/30/2024	Yes
	1a. Attend Sept. OCCA Board Training (required for new Board members)	N/A	N/A
	1b. Attend OCCA Conference and report out at Dec. Board Meeting (<i>Shannon Hoff, Betsy McMahon</i>)	11/1 – 11/03/2023 12/4/2023	Yes
	1c. Attend Board Fall Retreat (<i>all Board members present</i>)	10/2/23	Yes
	1d. Engage in college events, meetings on campus	various	Yes
	1e. Attend other OCCA trainings or webinars throughout the year (i.e. Equity Lens or Leadership Workshops). <i>Equity Board presentation 12/4/2023, OCCA Lunch and Learn Presentations</i>	various	Yes
	1f. Implement Equity Lens Tool in Board decision-making when applicable (<i>Mary Jones, Tamra Perman, Kathy Gervasi, Betsy McMahon, Shannon Hoff, Andrea Goss</i>)	Training 4/15/2024	partially
Strategic Priority #2: Educational Excellence and Workforce Development		Deadline/date of Completion	Accomplished? Yes/No
Goal 2	Goal: Board Members will be involved in the new building process and the 2023 Oregon Legislative session. Actions:	6/30/2024	Yes
	2a. Support and participate with the College in designing the new Healthcare Education Building.	various	Yes
	2b. Invite County Health Dep to Board meeting	1/8/24	Yes
	2c. Communicate with Legislators on Community College financial and policy needs (OCCA, Legislative Day of Action, Betsy)	Various (2/13/2024)	Yes
	2d. Communicate gap analysis of alignment of programs with workforce development (<i>Lightcast Economic Impact presentation, Gap Analysis not scheduled</i>)	9/11/2023	partially
	2e. Have refresher on Voter Voice note: Voter Voice has been replaced by One-Click Politics	Informal review	Yes

TBCC BOARD GOALS 2023-2024: FINAL

Strategic Priority #4: Community Engagement and Awareness		Deadline/date of Completion	Accomplished? Yes/No
Goal 3	Goal: Board Members will engage with the community and local school districts and be actively engaged in board activities and committees. Actions:	Various	YES
	3a. Participate in Graduation <i>(Mary Faith Bell, Andrea Goss, Kathy Gervasi, Betsy McMahon)</i>	June 14, 2024	Partially, 4/7
	3b. Serve on Board Committees <i>(Foundation Liaison – Andrea Goss, OCCA Liaison – Betsy McMahon)</i>	various	Yes
	3c. Invite TEC to attend Board meetings. Build relationships <i>(Matt Ellis – TSD, Tyler Reed – NKN)</i>	2/5/24	Yes
	3d. Interact with students at student events and meetings	various	Yes
Strategic Priority #3: Employee Experience and Organizational Health			
Goal 4	Goal: Presidential Search to find replacement for current president. Actions:	2/1/2024	YES
	4a. Board members will be involved in the first round of interviews (2).	12/14/23	Yes
	4b. The full Board will approve the list of finalists forwarded to the Board from the search committee.	1/8/24	Yes
	4c. The full Board will become the committee for the final round of interviews and will interview all finalists.	N/A	N/A
	4d. The full Board will choose a finalist to be the next TBCC president and will negotiate a contract and start date with that person. <i>(Paul Jarrell hired as President.)</i>	1/8/24	Yes

BP 3430 Prohibition of Harassment

RECOMMENDATION

FIRST READING

BACKGROUND INFORMATION ----- President Jarrell

TBCC has adopted the OCCA Board Policy Library and is in the process of updating TBCC Board Policies and Administrative Rules to reflect the OCCA Policy and Administrative Rule numbering system and include language suggested by OCCA legal counsel. In addition to updating existing TBCC Board Policies and Administrative Rules, new policies are being proposed where suggested by the OCCA Policy Library and deemed appropriate.

This is the first reading of BP 3430 Prohibition of Harassment. This policy will replace BP 322 Sexual Harassment Policy.

BP 3430 Prohibition of Harassment – DRAFT 10132024

References:

Title VII of the Civil Rights Act of 1964, 42 U.S. Code Section 2000e-2
Title IX of the Education Amendments Act of 1972; 20 U.S. Code Sections 1681 et seq.;
Age Discrimination in Employment Act of 1967 (ADEA);
Americans with Disabilities Act of 1990 (ADA);
34 Code of Federal Regulations Part 106;
ORS 659A;
ORS 350.330;
ORS 243.319
BP 317 Grievance
BP 318 Affirmative Action Grievance
Previous BP 322 Sexual Harassment

NOTE: *This policy is legally required.*

All forms of harassment are contrary to basic standards of conduct between individuals. State and federal law, and this policy prohibit harassment, as defined in AR 3430, and Tillamook Bay Community College will not tolerate harassment. This policy applies to all members of Tillamook Bay Community College community including Board of Education members, employees, students, volunteers and interns.

Tillamook Bay Community College is committed to providing an academic and work environment that respects the dignity of individuals and groups. Tillamook Bay Community College shall be free of all forms of unlawful harassment. Oregon law includes the following protected classes: race, color, religion, sex (including pregnancy), sexual orientation, gender identity, national origin, marital status, age (18 years of age and older), disability, expunged juvenile record, or familial status. Oregon law defines race to include “physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined in ORS 659A.001.

For Tillamook Bay Community College’s policy regarding sex discrimination including sex-based harassment under Title IX, see BP 3433 Prohibition of Sex Discrimination under Title IX and accompanying procedures.

Tillamook Bay Community College seeks to foster an environment in which employees, students, and other members of the campus community feel free to report incidents of harassment without fear of retaliation or reprisal. Therefore, Tillamook Bay Community College also strictly prohibits retaliation against any individual for filing a complaint of harassment or for participating in a harassment investigation. Such conduct is illegal and constitutes a violation of this policy. Tillamook Bay Community College will investigate all allegations of retaliation swiftly and thoroughly. If Tillamook Bay Community College determines that someone has retaliated, it will take all reasonable

steps within its power to stop such conduct. Individuals who engage in retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

Any student, employee, or other member of the campus community who believes that they have been harassed or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in AP 3435 Discrimination and Harassment Complaints and Investigations and AP 3432 Workplace Harassment. Tillamook Bay Community College requires supervisors to report all incidents of harassment and retaliation that come to their attention.

This policy applies to all aspects of the academic environment, including but not limited to classroom conditions, grades, academic standing, employment opportunities, scholarships, recommendations, disciplinary actions, and participation in any community college activity. In addition, this policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, evaluation, disciplinary action, layoff, recall, transfer, leave of absence, training opportunities and compensation.

To this end the President/CEO shall ensure that the institution undertakes education and training activities to counter harassment and to prevent, minimize, or eliminate any hostile environment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

The President/CEO shall establish procedures that define harassment on campus. The President/CEO shall further establish procedures for employees and students, and other members of the campus community that provide for the investigation and resolution of complaints regarding harassment and discrimination, and procedures for students to resolve complaints of harassment and discrimination. State and federal law and this policy prohibit retaliatory acts by Tillamook Bay Community College, its employees, students, and agents.

Tillamook Bay Community College will publish and publicize this policy and related written procedures (including the procedure for making complaints) to students and employees, particularly when they are new to the institution. Tillamook Bay Community College will make this policy and related written procedures (including the procedure for making complaints) available in all administrative offices and will post them on the Tillamook Bay Community College's website.

Employees who violate the policy and procedures may be subject to disciplinary action up to and including termination. Students who violate this policy and related procedures may be subject to disciplinary measures up to and including expulsion.

Adopted:

SEXUAL HARASSMENT POLICY

ARTICLE NUMBER: 322

LAST APPROVED: June 2, 2008, May 2, 2016, March 5, 2018

REFERENCE: ORS 342.700; 342.704

OVERVIEW

Tillamook Bay Community College recognizes sexual harassment as a form of sex discrimination under federal and state law.

It is the policy of Tillamook Bay Community College that all employees and students enjoy a positive and productive work and learning environment, free from all forms of discrimination, including sexual harassment. Any employee found to be sexually harassing any other employee or student will be subject to disciplinary action up to and including dismissal.

DEFINITION OF SEXUAL HARASSMENT: 322.1

Unwelcome conduct of a sexual nature, such as sexual advances, requests for sexual favors or other verbal, nonverbal, or physical conduct of a sexual nature. Sexual violence is a form of sexual harassment and refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. Gender-based harassment refers to unwelcome conduct based on an individual's actual or perceived sex, including harassment based on gender identity or nonconformity with sex stereotypes, and not involving conduct of a sexual nature. All of these types of sex-based harassment are forms of sex discrimination. Sexual harassment exists when:

- A. Such conduct is of such frequency and/or severity that it has the effect of unreasonably interfering with an individual's work or academic performance to an objectively unreasonable level or creating a work or learning environment that is objectively intimidating, hostile or offensive; or
- B. The offender is attempting to compel or induce a specific person or persons to engage in or experience sexual conduct from which he/she has a legal right to abstain and has an objectively reasonable fear that negative personal consequences will occur if such conduct is not undertaken or tolerated.
- C. Submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment or academic advancement; or
- D. Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting such individual.

Examples of conduct that could rise to the level of sexual harassment if the standards of A, B, C, or D are met may include, but are not limited to:

SEXUAL HARASSMENT POLICY

ARTICLE NUMBER: 322

LAST APPROVED: June 2, 2008, May 2, 2016, March 5, 2018

REFERENCE: ORS 342.700; 342.704

- a. Verbal harassment or abuse;
- b. Inappropriate touching, massaging or brushing against;
- c. Demands and/or subtle pressure for sexual favors;
- d. Jokes or pranks about sex or gender traits;
- e. Whistling or obscene gestures;
- f. A male tells a female she looks "hot";
- g. A female tells a male he has a nice derriere;
- h. Discussion in mixed groups of recent sexual exploits;
- i. Sexually explicit photos in a work or learning area.

EMPLOYEE OR STUDENT ACTION: 322.2

A report of sexual harassment may be made at any time, but preferably as close in time to the incident as possible. It is recommended that an employee or student who feels he/she is subjected to harassment:

- A. Tell the offender to stop. Say it firmly, without smiling or apologizing. It is not required that a complaint be made to the alleged harasser.
- B. Keep a diary or log of what is happening to you. Include direct quotes, any witnesses, or patterns to the harassment. Save any notes or letters sent to you by the alleged harasser; or
- C. Report the complaint to the Director of Facilities, Safety and Human Resources. Employees or students may opt to ask their supervisor or another administrator for assistance with this process.

Employees or students have the right to file a formal complaint with the Civil Rights Division of the Bureau of Labor and Industries.

DISTRICT ACTION: 322.3

Once a complaint is filed with the Director of Human Resources, an investigation will begin, including:

SEXUAL HARASSMENT POLICY

ARTICLE NUMBER: 322

LAST APPROVED: June 2, 2008, May 2, 2016, March 5, 2018

REFERENCE: ORS 342.700; 342.704

- A. The complainant will be interviewed;
- B. The alleged harasser will be interviewed;
- C. Witnesses may be contacted as well as others who may have information.

All interviews will be documented. The interview may be recorded to ensure accuracy as well as documented in writing. Interviews will be conducted individually and confidentially and may be conducted with the assistance of a second confidential employee of the College. The College will not tolerate any form of retaliation from the alleged harasser. The College will keep the information confidential except as otherwise requested by law.

Once the investigation is completed, written responses to both parties will be drafted stating that:

- A. The allegations remain unproven; or
- B. Sexual harassment has occurred; the harasser will be subject to corrective and/or disciplinary action up to and including dismissal or expulsion.

BP 3433 Prohibition of Sexual Harassment under Title IX

RECOMMENDATION

FIRST READING

BACKGROUND INFORMATION ----- President Jarrell

TBCC has adopted the OCCA Board Policy Library and is in the process of updating TBCC Board Policies and Administrative Rules to reflect the OCCA Policy and Administrative Rule numbering system and include language suggested by OCCA legal counsel. In addition to updating existing TBCC Board Policies and Administrative Rules, new policies are being proposed where suggested by the OCCA Policy Library and deemed appropriate.

This is the first reading of BP 3433 Prohibition of Sexual Harassment under Title IX. This policy will replace BP 322 Sexual Harassment Policy.

BP 3433 Prohibition of Sex Discrimination under Title IX – DRAFT 10132024

References:

Title IX of the Education Amendments Act of 1972;
34 Code of Federal Regulations Part 106
BP 3430
Previous BP 322 Sexual Harassment

NOTE: *This policy is legally required.*

All forms of sex discrimination including sex-based harassment are contrary to basic standards of conduct between individuals. State and federal law and this policy prohibit sex discrimination and Tillamook Bay Community College will not tolerate sex discrimination including sex-based harassment. Tillamook Bay Community College is committed to providing an academic and work environment that respects the dignity of individuals and groups. Tillamook Bay Community College shall be free of sex discrimination.

Tillamook Bay Community College seeks to foster an environment in which all employees, students, applicants for employment, and applicants for admission, and other individuals participating or attempting to participate in Tillamook Bay Community College's education program or activity feel free to report incidents of sex discrimination in violation of this policy and Title IX, without fear of retaliation or reprisal. Therefore, Tillamook Bay Community College also strictly prohibits retaliation, including peer retaliation, against any person for the purpose of interfering with any right or privilege secured by Title IX, or because the person has reported possible sex discrimination, made a sex-discrimination complaint, or participated or refused to participate in any way in Tillamook Bay Community College's Title IX process. Tillamook Bay Community College will investigate all allegations of Title IX retaliation pursuant to its Title IX procedures. If Tillamook Bay Community College determines that someone has retaliated, it will take all reasonable steps within its power to stop such conduct. Individuals who engage in Title IX retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

Any employee, student, applicant for employment, or applicant for admission, and other individuals participating or attempting to participate in Tillamook Bay Community College's education program or activity who believes that they has been discriminated against on the basis of sex (as defined in AR 3433) or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in AR 3434 Responding to Sex Discrimination under Title IX. Tillamook Bay Community College requires supervisors to report all incidents of harassment and retaliation that come to their attention.

To this end the President/CEO shall ensure that the institution undertakes education and training activities to counter sex discrimination and to prevent, minimize, or eliminate any sex discrimination including sex-based harassment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

The President/CEO shall establish procedures that define sex discrimination and sex-based harassment. The President/CEO shall further establish procedures that provide for the investigation and resolution of complaints regarding sex discrimination in violation of this policy, and procedures to resolve complaints of sex discrimination in violation of this policy. State and federal law and this policy prohibit retaliation against any person for the purpose of interfering with any right or privilege secured by Title IX, or because the person has reported information, made a Complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the Title IX regulations.

Tillamook Bay Community College will publish and publicize this policy and related written procedures (including the procedure for making complaints) to administrators, faculty, staff, students, applicants for employment, and applicants for admission, particularly when they are new to the institution. Tillamook Bay Community College will make this policy and related written procedures (including the procedures for making complaints) available in all administrative offices and will post them on Tillamook Bay Community College's website.

Employees who violate the policy and procedures may be subject to disciplinary action up to and including termination. Students who violate this policy and related procedures may be subject to disciplinary measures up to and including expulsion. Volunteers or unpaid interns who violate this policy and related procedures may be subject to disciplinary measures up to and including termination from the volunteer assignment, internship, or other unpaid work experience program.

Approved:

SEXUAL HARASSMENT POLICY

ARTICLE NUMBER: 322

LAST APPROVED: June 2, 2008, May 2, 2016, March 5, 2018

REFERENCE: ORS 342.700; 342.704

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Once the investigation is completed, written responses to both parties will be drafted stating that:

- A. The allegations remain unproven; or
- B. Sexual harassment has occurred; the harasser will be subject to corrective and/or disciplinary action up to and including dismissal or expulsion.

BP 3540 Sexual and Other Assaults on Campus

RECOMMENDATION

FIRST READING

BACKGROUND INFORMATION ----- President Jarrell

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This is the first reading of BP 3540 Sexual and Other Assaults on Campus.

BP 3540 Sexual and Other Assaults on Campus – DRAFT 10132024

References:

20 U.S. Code Section 1092 subdivision (f);

34 Code of Federal Regulations Part 668.46 subdivision (b)(11);

ORS 350.331

AR 3540

NOTE: *This policy is legally required.*

Any sexual assault or physical abuse or domestic violence, including, but not limited to rape as defined by State law, whether committed by an employee, student, or member of the public, that occurs on Tillamook Bay Community College property, is a violation of Tillamook Bay Community College policies and procedures, and is subject to all applicable punishment, including criminal procedures, and employee or student discipline procedures consistent with State and Federal law. Students, and employees who may be victims of sexual and other assaults and domestic violence shall be treated with dignity and provided comprehensive assistance.

The President/CEO shall establish administrative procedures that ensure that students and employees who are victims of sexual and other assaults and domestic violence receive appropriate information and treatment. Tillamook Bay Community College will make educational information about preventing sexual violence widely available on campus.

The procedures shall meet the criteria contained in 34 Code of Federal Regulations Part 668.46 and ORS 350.331.

Adopted:

Rescind BP 203 Posters and Notices

RECOMMENDATION

ACTION

BACKGROUND INFORMATION ----- President Jarrell

We are asking the board to rescind BP 203 Posters and Notices. This policy was replaced with BP 3320 Public Relations and Information that was approved on January 8, 2024, at the Board Meeting.

KTCB Radio Discussion

RECOMMENDATION

ACTION

BACKGROUND INFORMATION ----- President Jarrell

Prospectus for TBCC Board of Education: Acquisition of KTCB (89.5FM) Community Radio Station License from KMUN

Tillamook Bay Community College is presented with a strategic opportunity to acquire the KTCB community radio station license from KMUN, a non-commercial community radio station serving the North Oregon and South Washington Pacific coasts. This acquisition is in line with TBCC's **2022-2029 Strategic Plan**, specifically supporting goals around *community engagement*, *educational excellence*, and *equity and inclusion*. The station can play a pivotal role in fostering civic dialogue, providing culturally relevant programming, and enhancing hands-on learning opportunities for students.

KMUN, based in Astoria, Oregon, is a well-established community radio station that operates through the Tillicum Foundation. KMUN broadcasts a mix of local and syndicated programming, including shows like NPR's *Weekend Edition* and *All Things Considered*. The station offers diverse content such as local news, classical music, public affairs, and specialized programs like *Sonidos Latinos* and *Indigefi*, which emphasize multicultural and community-centered programming. The acquisition of KTCB offers TBCC a platform to replicate this model and broaden its outreach across Tillamook County while maintaining autonomy over content curation.

Connection to TBCC's Strategic Plan

The acquisition of KTCB directly supports TBCC's 2022-2029 Strategic Plan by addressing the following priorities:

1. **Community Engagement & Awareness:** TBCC is committed to enhancing its visibility and fostering relationships within the community. Operating a community radio station would allow the college to actively connect with local residents, offer a platform for public dialogue, and raise awareness of important issues affecting Tillamook County. Community radio stations have a unique ability to engage marginalized groups and promote inclusivity.
2. **Educational Excellence & Workforce Development:** A core component of TBCC's strategic plan is to provide applied learning opportunities that prepare students for the modern workforce. KTCB would provide a real-world training ground for students interested in broadcasting, journalism, communications, and media production, giving them the hands-on experience necessary to succeed in these fields. This directly ties into TBCC's focus on developing workforce-ready skills through practical learning experiences and internships.
3. **Equity & Inclusion:** TBCC is focused on promoting equity and inclusion, and the radio station would provide a space for underrepresented voices, offering bilingual and culturally relevant programming. The station can also air content focused on promoting diversity and inclusion, such as Indigenous voices or programming that highlights local Latinx communities.

Programming Opportunities

Community Programming: TBCC could leverage local talent, students, and community organizations to create locally produced content.

- **Local Content:** Programming could include alternative music shows, interviews with local leaders, updates on community events, and culturally significant shows that resonate with Tillamook County's diverse population. For instance, the station could host shows in Spanish to engage Latinx communities or feature local cultural heritage programs.
- **Educational Content:** TBCC could leverage the station for educational outreach, offering distance learning content, college success stories, and promoting college resources like GED/ESOL programs and workforce training.
- **Civic Engagement:** The radio station would enhance TBCC's role as a community hub, providing a forum for civic dialogue on local issues, supporting the strategic objective to address community challenges and foster civic engagement.

Other Programming: To supplement local content, TBCC could incorporate KMUN and other syndicated programs such as:

- **KMUN Programs:** KMUN has offered to share no-cost/low-cost programming with TBCC.
- **NPR Programs:** Including *All Things Considered* and *Morning Edition*, offering reputable national content.
- **Pacifica Radio:** Known for public affairs shows like *Democracy Now!* which aligns with TBCC's goal of fostering civic engagement.
- **Alternative Radio:** A source of low-cost or free programming focused on public interest issues.

Start-up Equipment List

To meet the needs of a community radio station, the following equipment list balances quality and affordability while ensuring professional-grade broadcasting capabilities:

- Broadcasting PC: \$1,500 - \$3,000
- Mixer Console (16-24 channels): \$1,500 - \$3,000
- Audio Processor: \$1,500 - \$4,000
- High-Quality Microphones: \$1,000 - \$1,500
- Headphones: \$300 - \$600
- Mic Stands/Booms: \$300 - \$600
- Studio Monitor Speakers: \$500 - \$1,000
- Recording and Playback Devices: \$750
- Racks and Mounts: \$750 - \$1,500
- FM Broadcast Transmitter: \$5,000 - \$10,000
- Multi-bay FM Antenna System: \$2,000 - \$3,500
- STL System (Studio-to-Transmitter Link): \$5,000 - \$10,000

- Miscellaneous Cables and Connectors: \$500 - \$1,000

*** Total Start-up Equipment Costs: \$20,600 - \$40,450**

* Retail costs listed. Used equipment often available at reduced cost. KMUN is gathering equipment to donate.

Additional Operational Costs

- Tower and Building Rent at Cape Meares: \$14,000/year
- Internet at Tower Site: \$1,300/year
- Phone Line at Tower Site: \$800/year
- Chief Engineer Services: \$70/hour, ~4 hours/month = \$280/month (\$3,360/year)
- Hourly Staff: \$20/hour, ~40 hours/month = \$800/month (\$9,600/year)

Syndicated Programming Costs

TBCC will likely want to complement local content with syndicated programming. The cost for syndicated programming varies depending on the provider and the nature of the content:

- **NPR Programming (e.g., *Weekend Edition, All Things Considered*):** \$3,000 - \$10,000 annually.
- **Pacifica Radio Network:** \$1,000 - \$5,000 annually, offering content like *Democracy Now* and other public affairs programs.
- **Alternative Radio:** A low-cost option for public affairs programming, often provided for free or at minimal cost.

Incorporating syndicated content will ensure high-quality, nationally recognized programs while allowing for cost-effective local programming.

First Year Budget Estimate

EXPENSE	ESTIMATED COST
Equipment Costs (Start-up)	\$20,600 - \$40,450
Tower/Antenna Rent (Annual)	\$14,000
Internet and Phone Service (Annual)	\$2,100
Chief Engineer Visits (Annual)	\$3,360
Syndicated Programming (Annual)	\$5,000 - \$15,000
Hourly Staff (Annual)	\$9600
Total First Year Budget	\$54,660 - \$84,510

Funding and Revenue Streams

To ensure long-term sustainability, TBCC can leverage a variety of funding and revenue-generating strategies. According to the Community Radio Toolkit, sustainable revenue models for community radio stations include:

- **Grants:** Federal, state, and local grants are available for community radio stations, particularly from organizations like the Corporation for Public Broadcasting (CPB), Oregon Cultural Trust, and the National Endowment for the Humanities (NEH). These grants often support community media initiatives, educational programming, and public service broadcasts.
- **Listener Donations and Membership Drives:** Regular fundraising campaigns, membership drives, and community-based events can provide significant revenue, especially with dedicated listener engagement.
- **Local Sponsorships:** TBCC can secure sponsorships from local businesses for specific programs, which provides a steady income while maintaining the station's community-focused mission.
- **Merchandise and Events:** Hosting community events, such as concerts or live broadcasts, and selling station-branded merchandise can boost revenue and community involvement.

Risk Management and Mitigation

While the acquisition of KTCB presents significant opportunities, there are risks that need to be managed:

- **Financial Sustainability:** Dependence on grants and donations can lead to funding gaps. To mitigate this, TBCC will develop a diversified revenue strategy including sponsorships, membership drives, merchandise sales, and community events.
- **Regulatory Compliance:** The station will need to comply with FCC regulations. Employing an experienced chief engineer and maintaining legal and technical support will ensure compliance with all broadcasting requirements.
- **Community Engagement:** If the station fails to engage the community, listenership may dwindle. By offering training, local host programming, and soliciting regular feedback, TBCC can ensure that KTCB remains relevant and valued within Tillamook County.

Conclusion

The acquisition of KTCB aligns directly with TBCC's strategic plan, offering significant educational and community engagement benefits while supporting equity and inclusion initiatives. The station would provide real-world learning opportunities, enhance cultural representation, and strengthen civic participation. By mitigating risks through strategic planning and diverse funding sources, the long-term sustainability of KTCB is achievable. The benefits of acquiring this community radio station outweigh the risks, making it a welcome addition to the media landscape in Tillamook County, helping TBCC fulfill its mission of being an innovative, inclusive, and community-centered educational institution.

Information Only Items

RECOMMENDATION
INFORMATION ONLY

BACKGROUND INFORMATION----- Chair Bell

Mission Fulfillment, Fall to Winter Persistence

RECOMMENDATION
INFORMATION ONLY

BACKGROUND INFORMATION.....DIRECTOR MCCARLEY/SUCCESS
COACHES

Each month we will consider mission fulfillment for 2023-2024 and discuss the performance of an individual strategic plan measure. As a part of our institutional effectiveness model, we develop projects to respond to measures where we are not meeting or exceeding the thresholds which we have set. Therefore, we will present work that is planned or in progress to improve performance and highlight the innovative approaches occurring across the college as a part of the continuous quality improvement process.

ASTBCC Report

RECOMMENDATION
INFORMATION ONLY

BACKGROUND INFORMATIONASTBCC PRESIDENT

The ASTBCC President will update the Board on recent activities of ASTBCC.

Construction Update

RECOMMENDATION
INFORMATION ONLY

BACKGROUND INFORMATION..... Director Jason Lawrence

Our Facilities and Safety Director, Jason Lawrence, will provide an update on the Construction project update.

Financial Report

RECOMMENDATION

INFORMATION ONLY

BACKGROUND INFORMATION.....CFO Montazeri

An update on the financial statements will be provided verbally at the meeting.

We are on the budget as of the end of September. Also we are getting ready for a tentative audit date of mid November.

Fiscal Year-to-Date, Ended September 2024
 25% of fiscal year completed

	FY 2023-2024			FY 2024-2025		
	Annual Budget	Actual as of 9/30/2023	% of Budget	Annual Budget	Actual as of 9/30/2024	% of Budget
Resources						
Beginning Fund Balance	\$1,200,000	\$1,223,286	101.94%	\$1,200,000	\$1,972,987	164.42%
State	\$4,038,496	\$1,056,634	26.16%	\$4,251,541	\$1,134,303	26.68%
Property Taxes	\$1,565,146	\$4,398	0.28%	\$1,679,205	\$9,028	0.54%
Local Contracts	\$40,640	\$0	0.00%	\$40,640	\$0	
Tuition	\$939,000	\$405,533	43.19%	\$976,000	\$461,877	47.32%
Fees	\$226,277	\$107,440	47.48%	\$156,520	\$131,513	84.02%
Interest	\$360,000	\$58,418	16.23%	\$360,000	\$60,863	16.91%
Other (sales of goods, rental, Misc.)	\$50,700	\$3,283	6.47%	\$50,700	\$10,805	21.31%
Transfers	\$509,664	\$0		\$509,664	\$0	
Total resources	\$8,929,923	\$2,858,991	32%	\$9,224,270	\$3,781,376	40.99%
Expenditures						
Instruction	\$2,400,453	\$258,614	10.77%	\$2,429,907	\$280,056	11.53%
Instructional Support	\$840,751	\$167,043	19.87%	\$957,227	\$152,631	15.95%
Student Services	\$845,364	\$151,842	17.96%	\$892,427	\$139,277	15.61%
College Support	\$2,622,255	\$555,537	21.19%	\$2,636,905	\$484,084	18.36%
Plant Operation	\$558,867	\$144,425	25.84%	\$843,874	\$205,884	24.40%
Transfers	\$320,556	\$53,996	16.84%	\$329,991	\$40,770	12.35%
Contingency	\$141,677	\$0	0.00%	\$383,939	\$0	0.00%
Total expenditures	\$7,729,923	\$1,331,457	17.22%	\$8,474,270	\$1,302,702	15.37%
Ending fund balance	\$1,200,000	\$1,527,534		\$750,000	\$2,478,674	

President's Report

RECOMMENDATION
INFORMATION ONLY

BACKGROUND INFORMATIONPresident Jarrell

President's Report November 2024

Updates:

- Enrollment
 - o Flat compared to 23-24
 - o Anticipate growth W, Sp
- NWCCU Accreditation (10/7 and 10/8)
 - o Official Report in January
 - o Kudos
 - Commitment to improving student experience
 - Success Coach work
 - Commitment to community
 - Employee Engagement: Data digs, Inservice, Compensation Analysis
 - System for tracking learning outcomes
 - *"The evaluation team was impressed with TBCC's commitment to its mission and vision that was expressed enthusiastically and authentically by staff, faculty, administrative leaders, and Board members."*
 - o Considerations
 - Formalize "Budget-Resource Allocation Cycle"
 - Highlight more Program Review and Assessment examples
 - Formalize use of outcomes and Program Review information to inform teaching and resource allocation
- Congresswoman Bonamici (10/9)
 - o NKN, TBCC, NVSD
 - o CTE and Workforce Development
- LatinX Night at TBCC (10/11)
 - o 160 in attendance!
 - o Cultural games and crafts
 - o Singing and dancing
 - o Excellent community engagement



- Bond Oversight Committee (10/14)
 - o Review of project timeline and finances
- Mildred Davy Scholarship Recognition (10/18)
 - o Great attendance
 - Approximately 130 students and guests
- Campus Conversations (10/24)
 - o Facilities, Parking, KTCB, Events

- College Council (10/30)
 - o Clare Sobotka, Chair
 - o Policy and AR Review
- Halloween (10/31)
 - o Games, activities, and candy!
- DEI Training (11/1)
 - o Miriam Friedman
 - o Leadership Team

Observances:

- Veteran's Day, Monday, November 11th
- Native American Heritage Month
 - o Tillamook and Chinook Tribes of Siletz Indians
 - Decimated by epidemics, disease, warfare
 - o Confederated Tribes of Siletz Indians
 - o Confederated Tribes of Grand Ronde
- National Scholarship Month
 - o TBCC over \$125,000 annually
- National Apprenticeship Month
 - o TBCC Apprentice Programs have nearly doubled
 - o Pre-Apprenticeship in Construction, Electrical Pre-Apprenticeship in development
- National Hunger and Homelessness Awareness Week (11/17 – 11/23)
 - o Hope Study (2020)
 - 53% Food Insecurity
 - 60% Housing Insecurity
 - 27% Homeless

Upcoming Dates:

- Election Day, Tuesday, November 5
- College Council, Wednesday, November 20, 3:00pm
- HECC Commissioner visit, Monday, December 7, 2024
- The next Regular Board meeting will be Monday, December 7, 2024, 5pm, Room 214/15

Kudos:

- Angel Cavanaugh
 - o New Bookstore implementation
- Angelica Ortiz, Maria Leos, Maiko Oloarte, Abraham Rosas, Carlos Cervantes
 - o A Night of Cultural Celebration: LatinX Appreciation
- Britta Lawrence and Siah Kenedy
 - o Mildred Davy Scholarship Recognition
- Everyone who participated in NWCCU interviews

Board Member Discussion Items

RECOMMENDATION
INFORMATION ONLY

BACKGROUND INFORMATION.....Chair Bell

Adjournment

RECOMMENDATION
ACTION ITEM

BACKGROUND INFORMATION..... (Action) Chair Bell

MOTION TO ADJOURN THE MEETING